



Our Manifesto

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Vision: Following God's call to build healing communities around the world.

Mission: To invite anyone desiring positive life change into a supportive small group centered on the transforming grace of Jesus Christ.

I. Our History

A History of Restore

Written by Founder and Executive Director, Scott Reall

For the first 10 years of my 25-year career at the YMCA, I was the Senior Wellness Director at the Green Hills YMCA in Nashville, Tennessee. I was meeting one-on-one with people every day, prescribing plans to help them change their health and fitness through exercise and diet. The Y's motto says they change lives in "spirit, mind and body", but I was having trouble finding the spirit and mind connection. I worked out every day, ate according to a strict, nutritional diet, and by all appearances was a fit and healthy

human being. Nothing could have been further from the truth. In secret and isolation, I was dying from my addictions and my battle with low-level depression.



Original emblem of the YMCA

I realized that no amount of exercise or right diet was ever going to impact those areas of struggle because I was in a spiritual dilemma. I needed spiritual answers. Around the time that I had my epiphany, I was doing a fitness assessment with a new member who had recently gained 30 pounds. At the end of the assessment, I asked her if something had precipitated her weight gain. With tears in her eyes, she shared with me that her husband had died the year prior. It hit me. No exercise program or nutritional plan would impact why

she was using food for comfort. She needed a spiritual and emotional healing process exactly like I did, and I knew the Y's were filled with thousands of others who needed the same thing. I wanted to build a healing community that was intentional about providing the spiritual and emotional side of the triangle we advocated. I began to follow my calling into small group work.

It was in a small group that God changed every aspect of my life. In group was the first time that I was honest with people about everything that was going on in my life. That was such a foreign experience for me, having grown up in a house where everyone was kind yet nobody talked about their struggles. The same silence went on in school, sports, and activities throughout my life. It was always reinforced that stuff must be kept a secret or you would get into trouble. Little did I know that I was developing a pattern of hiding, isolation and secrecy, which almost ended up destroying my life. That's the fertile soil for addictions, pain, and life-controlling issues to thrive.

In a small group of men, for the first time in my life, I began to develop intimacy, which means, "in to me you see." By allowing others into my life, I allowed the grace of God to begin to flow and heal those places that had been my dark secrets for a long, long time. That is the beauty of the small group. It truly is a healing community.

Meet the Restore Team



Scott Reall – Founder & Executive Director

Author of the Journey to Freedom book series, Scott is also a recipient of the YMCA of the USA Armstrong Award, has completed Stage II™ Recovery Training, and is certified in The Grief Recovery Method®. Scott leads the Facilitator training efforts, along with mentorship of top Executives who want to help their organizations care for staff and member's emotional and mental health needs. Scott also offers one-on-one Change Coaching.



Peter Keene – Chairman of the Board

A volunteer with Restore for more than 5 years, Peter first learned about Journey to Freedom through his wife Erin. After hearing the testimonies of transformed lives, Peter joined the board in 2013 and has benefitted by personally going through Journey to Freedom and becoming a certified facilitator.



Sara Hamill – Director of Partnership Development

During a time of personal and spiritual discernment, Sara joined her first Journey to Freedom group in 2010 and knew that she had found something uniquely life-changing. Sara has her Master's degree from the Institute of Conflict Management at Lipscomb University, and has experience in the pastoral care field and program management. In addition, she has 400 hours of training in Clinical Pastoral Education from St. Thomas Hospital, Nashville, TN.



Heather Lefebvre – Director of Community Engagement

A participant first, Heather found that with every group she did, she experienced "ah-hah" moments that changed her life. With over 125 groups facilitated, she uses her expertise to share about the unique impact small groups can have to transform a community. She works closely with donors, the Board of Directors, granters, and corporate sponsors to help tell the story of lives changed through small groups.



Betsy Swann – Global Development Specialist

Using her passion for the Spanish language and Latin culture, Betsy works to build healing groups for the Hispanic community. Betsy has a degree in Anthropology/Sociology from Rhodes College, where she focused on Latin American issues and the Hispanic immigrant experience. She is currently pursuing her Master's Degree in Civic Leadership from Lipscomb University. Betsy also provides mentorship, skills development, and real-time troubleshooting for Restore's partners and facilitators around the world.



Morgan Cady – Writing & Administrative Assistant

Morgan was first introduced to Journey to Freedom in 2015 through a counseling center in Tennessee. Since her first group, Morgan has experienced tremendous amounts of growth and healing. Morgan has her BA in Psychology from Concordia University Chicago and has since worked within the mental health field; conducting supervised therapeutic interventions with at-risk youth and their families. Morgan now leads the coordination of all of Restore's group offerings and resources for organizations interested in partnership with Restore.

II. Our Philosophy

What We Do

In 2000, Restore Ministries was born in the YMCA of Middle Tennessee, formed out of a desire to meet the spiritual and mental needs of the community. As group attendance grew, and more Y centers began offering small groups, Restore Ministries built a methodology and perfected a life-changing small group process. After 15 years at the YMCA, Restore Ministries formed its own independent nonprofit, Restore Small Groups, to accommodate the demand from organizations worldwide that wanted to adopt this uniquely powerful small group process.

"I never realized how many people there were that shared the same issues. It's so freeing to be with others and share our experiences."
—Audrey, Participant

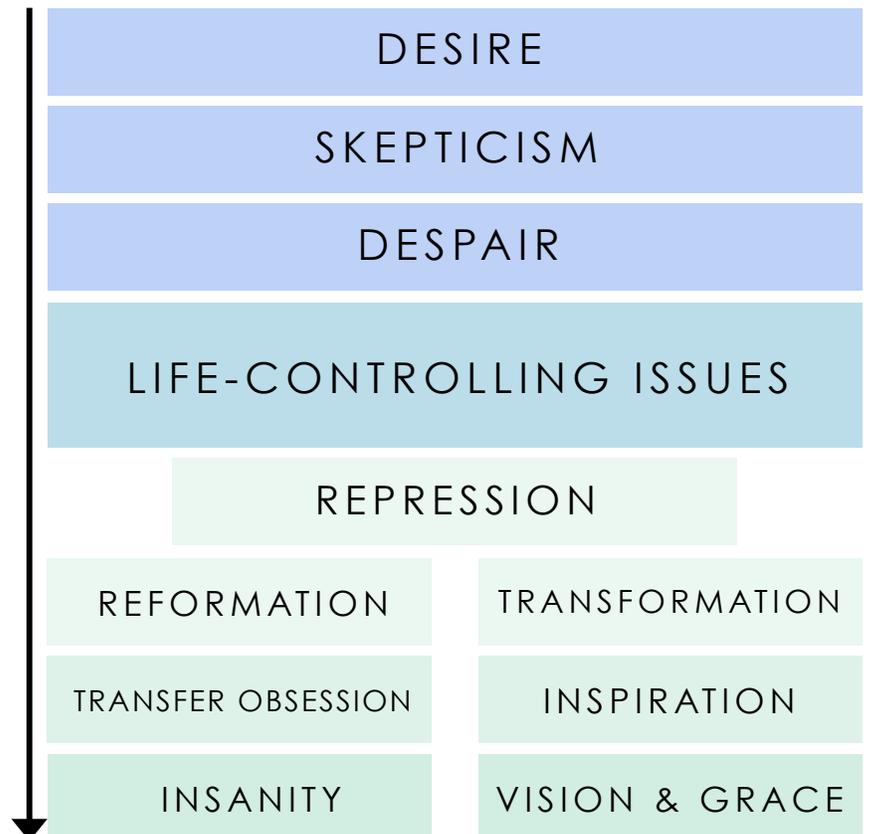
Many small group programs focus solely on curriculum, creating a program-in-a-box, generic enough that anyone can lead using pre-formed resources like videos. Restore's approach is an intimate process where we invite 8-12 people together for 8, 10 or 15-weeks in a closed group setting, founded on the principle that change is possible.

What's the Purpose?

After years of uncovering the power of small groups, Scott Reall created the following "Process of Attachment" to articulate the inner spiritual dilemma that is at work in everyone. This process explains the human condition, from which none of us is excluded. Thus, our group process is meant to welcome everyone who has encountered the deep longing for love and acceptance.

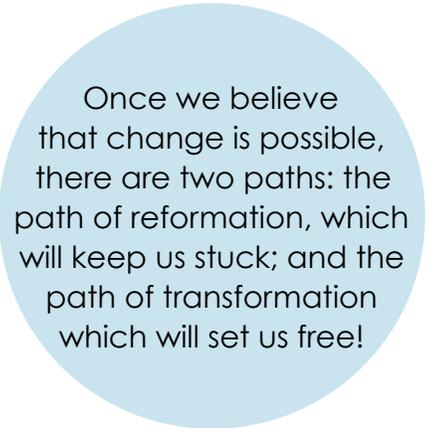
We start with the common truth that everyone is wired for a single **desire** to be known. We have a sacred place that only God can fill, but we turn to other things to fill the hole. *The need to be known, when not attached to God, becomes attachment to other things, creating life-controlling issues.*

At some point in our lives, **skepticism** invades our soul, and says that those desires will never be met. This skepticism usually comes into our lives very early and challenges our desire, forcing us to believe that we will



never be loved or accepted just as we are, that we are somehow unlovable and flawed. This leads to **despair**. Despair creates emotions that are unpleasant, and we almost immediately try to cover up the pain of despair, creating attachments to things in our lives that make us feel in control. Over time, these attachments can range from an occasional way of numbing uncomfortable emotions to a chronic **life-controlling issue**. We use activities like eating, medicating, isolating, pornography, codependency, work, sexual addiction, perfectionism, people-pleasing, ambition, money, shopping, etc. *We start using one or more of these areas to control our lives, and quickly these areas start controlling us.*

So then what? We find that over time people **repress** their issues, refusing to acknowledge they exist. After that ceases to work anymore, there are two paths. On the path of **reformation**, we begin to **transfer obsessions** from one thing to another, giving ourselves the illusion of change, without actually changing the root-issues. It's movement, so it feels like progress. In reality, it's the definition of **insanity**: doing the same thing over and over expecting a different result.



Once we believe that change is possible, there are two paths: the path of reformation, which will keep us stuck; and the path of transformation which will set us free!

The next path is the path of true life-changing power, **transformation**. In transformation, we surrender to the truth that we cannot change on our own, and we need the help of God and others. When we finally allow God to do for us what we cannot do for ourselves, we start to see change that is **inspired** by a new **vision** for our lives. We start to reprogram our value system and dump the old dysfunctional way of thinking. Transformation is a path paved with bricks of **grace** and freedom, where there is always room for improvement, and no expectation of perfection.

Process of Small Group Transformation

Our group curriculum is formed around the Transtheoretical Model, developed by Dr. James Prochaska. In his book *Changing for Good*, he outlines the six stages of change that all people must go through on the path of transformation. According to his work, anytime we attempt to make a life change, these steps must be engaged or the change cannot be sustained. Consequently, change will not happen unless the pros of change begin to outweigh the cons. For this, our groups focus intentional discussion around envisioning a new and better life.

- **Precontemplation** is denial, or the ultimate enabler. The problem is always outside of ourselves and can be blamed on someone/something else.
- **Contemplation** is when we admit awareness of our issues, but there is no commitment to change. In this step the pros for changing and cons for changing are even, so we stay mentally and emotionally in deadlock. Contemplation represents many of our group participants. It is the step that feels the most hopeless and at times permanent. Sadly, Dr. Prochaska has proven that we can stay in contemplation for our entire lives.

- **Preparation** is a 30-day step where the pros start to outweigh the cons. We start the process of envisioning what our life will look like when change has occurred, and we work towards that vision. The focus on the solution is greater than the focus on the problem. Momentum built here carries us into action.
- **Action** means we are intrinsically motivated to change, and we are fully committed to build a foundation for the lifelong journey to better our lives. We have a support system in place and daily take intentional steps out of our dysfunction and into the grace and freedom of a life transformed!



“Fewer than 20% of a problem population are prepared for action at anytime. Yet 90% of behavior change programs are designed with this 20% in mind.”

-Changing for Good, Dr. Prochaska

Moving through contemplation and into action is the purpose of our small group process. During this journey, we primarily use the following methods for change: self-awareness and supportive relationships. Self-awareness increases the information and awareness about our life-controlling issues, our story, our lives, and ourselves. Supportive relationships help us engage in community and create a new perspective; left all alone my perception can be dysfunctional. It's in relationship that I find encouragement and other people to bear witness to my journey.

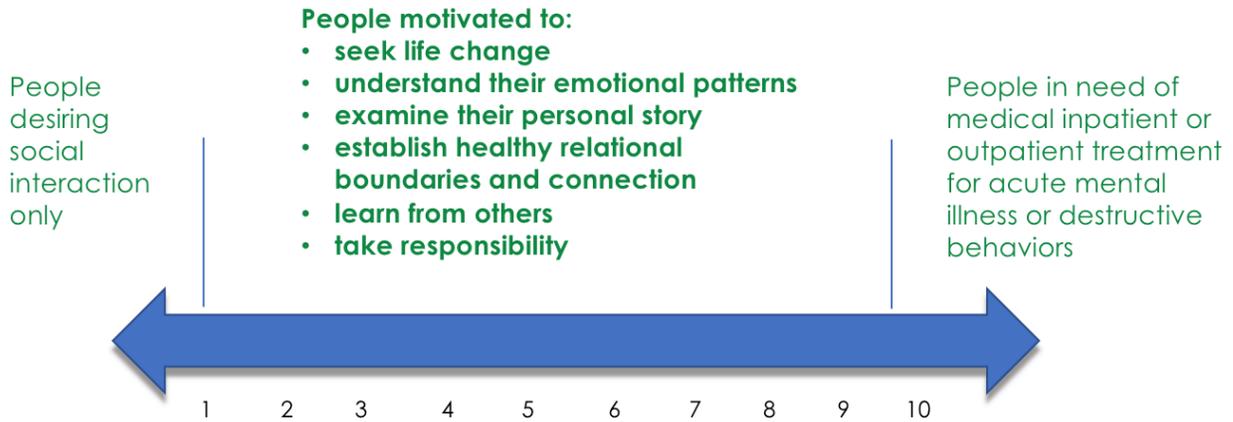
What Happens in Group?

1. Identify the areas of our lives that need to change
2. Move towards a vision based on intrinsic motivation
3. Share personal “Personal Plan of Change”

Nature of Small Groups

Small groups create lasting community by building intentional and intimate relationships. Restore Small Groups are for 90% or more of the population. Restore's spectrum of care is anyone who has the desire to change. Restore does not offer simple fellowship gatherings such as book clubs or Bible studies. In Restore Groups, there is a level of personal sharing and vulnerability that participants are encouraged to bring to group. Because of the nature of our small groups, we periodically we encounter someone who is outside of our scope of care, needing more sophisticated professional treatment, such as one-on-one counseling, therapy group or in-patient/out-patient care.

Scope of Care



Typical Participants Demonstrate:

- Motivation to have a life different from the one they are currently living
- Interest in discovering the origin of *their own* dysfunctional patterns
- Willingness to look at their personal story and the stories of others.
- Healthy fear of potentially difficult conversations and confrontations that may be necessary to change
- Slight to moderate skepticism of the group process to change their current state of hopelessness

Outside of Restore's Scope of Care:

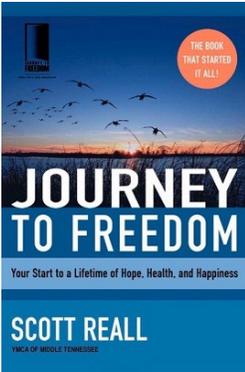
- People with untreated mental illness requiring medical intervention
- Those with a need for dedicated one-on-one therapy with recommendation from therapist not to participate in group at this time.
- Anyone unable to maintain sobriety during group meetings or in need of in-patient or intensive out-patient treatment

Small Group Infrastructure

The following are components of group that are unique to Restore. Every group:

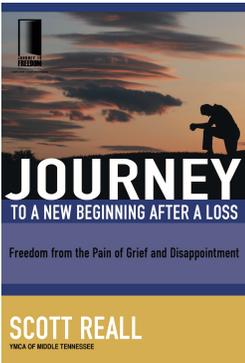
1. Operates under a strictly enforced list of group guidelines
2. Is led by two trained and certified facilitators who participate with self-disclosure
3. Creates a common language of feelings identification
4. Is a closed group process for 5-10 participants, and 2 facilitators
5. Has a set start and end date, lasting either 8, 10, or 15 weeks
6. Follows a curriculum and discussion guide that has been approved and/or developed by Restore staff

III. Curriculum & Impact



Journey to Freedom

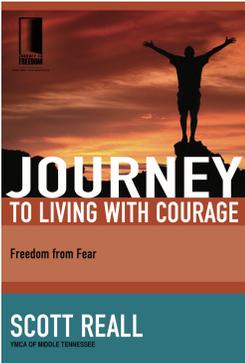
An 8-week guided small group that lays the foundation for successful change in your life in a supportive, caring, and confidential environment. Locate the areas of your life that need improvement; discover the roles that self-esteem, fear, relationships, faith, and your past play in your life; and find hope learning to live into your full potential.



Journey to a New Beginning After a Loss:

Freedom from the Pain of Grief and Disappointment

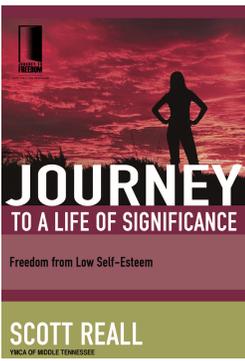
Find freedom from the pain of disappointment and loss. Whether you have lost a loved one, a relationship, financial security, job, or your health, this group offers a safe place to walk through the grief of any major life change.



Journey to Living with Courage:

Freedom from Fear

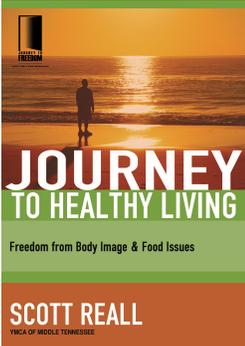
Learn to acknowledge and face fears in your life so you can overcome life-controlling anxiety. Take the steps necessary to move forward in life and achieve dreams once stifled by perfectionism, co-dependency, abandonment, or rejection.



Journey to a Life of Significance:

Freedom from Low Self Esteem

Overcome negative thought patterns through emotional healing, affirmation, and encouragement. Learn more about your gifts and purpose while developing a more positive self-image.



Journey to Healthy Living:

Freedom from Body Image & Food Issues

Get to the emotional heart of living a healthy, balanced lifestyle. Participants receive guided group discussion time focused on the emotional healing surrounding negative body image, guidance in basic exercise techniques, and resources for a healthy life.

Translations of Journey to Freedom



Hispanic Groups

Journey to Freedom is now available for the Hispanic community! Using Scott Reall's original content, *Camino a la Libertad* offers a safe space for Spanish speakers to come together, share about their unique struggles, and strengthen their own community identity. More than a translation, the *Camino* curriculum addresses both linguistic and cultural needs of this population while remaining firmly rooted in Restore's transformative group process.

"I think that if we are in this country we should take advantage of all the good opportunities that come to our lives. Because we are far from our families. Because we need someone to listen to us. Because we need to have positive friends around us. We need to be an influence in our own Hispanic community. The group Journey to Freedom, as its name says, truly does lead us to freedom." -Argelia, participant (translated from original Spanish)



Journey Group for Students

This 36-week small group curriculum is tailor made for high school or college students, giving them a place of refuge and hope as the facilitators lead them through discussions based on the *Journey to Freedom* and 12 Steps concepts.

There are no reading assignments or homework like the adult version. This adaptable curriculum can be implemented within open or closed group variations that can take place over as little as 8 weeks, or as long as 36 weeks, to best suit the needs of the students.



"For years I had been dealing with depression and anxiety. After a near-attempt at taking my own life and subsequent hospitalization, I felt extremely isolated from others, because I thought I was alone in my struggles. I found strength in the other girls in my group. Despite our differences on the surface, we identified with each other. Some nights there would be laughs, and other nights there would be tears. But we supported each other through affirmation and respect."



Testimonials

“Restore was able to “meet me where I am” by providing love, hope, understanding, fellowship, faith, and course curriculum that all provided me the tools to begin to move forward. I have learned that there are others like me suffering from similar losses. Through our sharing environment, I have seen that we all suffer loss, and, more importantly, I have learned that God has a plan for each of us despite our losses. The pain of my losses is debilitating, but with God’s help and guidance, I am optimistic that my life will improve in time”. -John, Participant

“Journey to Freedom was eight weeks of epiphanies. I have never been in such a season of concentrated growth—spiritually or emotionally.”

“On the outside, it looked like I had it all together; successful career, great husband, family, house, friends, etc. Inside I was struggling with the grief of losing my mom. Joining the Restore Small Group gave me the foundation to start grieving in a healthy way.”

“I deal with anxiety and addiction on a daily basis. Restore has helped me to become accountable and learn to deal with some of my struggles.”

“I was overwhelmed with pain and hopeless and desperate for change, but I walked into that group with my walls up and filled with so much skepticism. My group formed an amazing bond, and their vulnerability inspired me to open up as well. My experience with Journey to Freedom allowed me to safely find healing in vulnerability. Small group helped me identify my addictions and helped me to open my heart and surrender to God. I have realized that my Father truly LOVES me and His heart breaks when my heart breaks. I realized that He has been in every valley with me, every dark chapter, every dark night. I am so thankful for the healing community I have found through Journey to Freedom.”
- Morgan, female participant

“By thirty I was divorced with two children, financially reeling from a job loss and desperately searching for answers. My life and emotions were in a blender that wouldn’t shut off. It took a collateral effort, but God finally got my attention. Once I finally hit my knees I saw just how deep of a pit I was really in. *They say every journey starts with the first step, and my real journey began when I joined a small group.* Today I am out of debt, out of that relationship, and finally at peace with myself. I don’t have anxiety attacks anymore and the only people I call for advice are the ones who know me well enough to hold me accountable. I realized there was a man PURSUING ME (imagine that) all these years who was worthy of developing a relationship with. It was my Heavenly Father. Jesus is the only one who has been able to take my mess and make it a message of hope and restoration.” -Female Participant

Want to hear more stories? Visit us at www.vimeo.com/restoresmallgroups

Partnership Success Stories

Serving the Church

"A few months ago we began to realize that our people and those in the community were dealing with many life controlling issues...As a church we could not ignore the fact that our response to the needs should be more than prayer alone. We began to pray that God would be direct us to a proven and tested program for life-controlling issues. God answered our prayers through Restore. What a privilege to see people delivered from bondage. Thanks be to God!!!"

- Senior Associate Pastor in Nashville, TN

Serving the YMCA

"This was an amazing program for us. To be honest it was the perfect tool for my branch to reach the needs of our members. We always ask about support and stress when we interview people in wellness consultations but really have no answer for people on a spirit or mind level. Journey to Freedom was our answer. We would love to be a starting site for the program when you launch."

-Bryan Soper, Executive Director of the Hudson YMCA (Twin Cities association),

Serving through YMCA Church Plant

"Bringing Journey to Freedom to the Twin Cities YMCA is the realization of a dream and many prayers - to reach thousands of Y members with true hope and healing. As the third largest YMCA association in the country, we are excited to see what God will do through Restore Small Groups in Minneapolis and St. Paul. Thank you to our brothers and sisters in Middle Tennessee for sharing this incredible ministry with us in the North - we are so grateful for you!"

- Pastor Bjorn Dixon, the WHY Church, YMCA Twin Cities Christian Principles Network

Serving Students

"When I first started professional youth ministry, I had this nagging conviction that if my ministry was to have any significance in the lives of my teenagers we would need to provide a space where teenagers could be fully known. The only problem was: even if I could get my students talking, confessing, or sharing their most vulnerable thoughts and feelings, what would I do next? What advice or wisdom would I have to offer a teenager in that space? When my wife and I started using The Student Journey curriculum for our youth community, I began to share a space with my youth that no bible study, lock-in or ski trip could realize. It's been an incredible pastoral tool that reshaped our entire youth community."

-Steve Lefebvre, former Youth Minister in Nashville, Tennessee

Serving the Hispanic Community

"As the Word of God says, truly there is healing in confessing to one another. As in many cultures, the Hispanic culture is no exception, and the need to help people open up and risk sharing their lives, emotions, and problems is highly necessary for our people. Especially in these times of such social conflict for Hispanic people, and even more important being in a [cultural adaptation] process that will take years to complete. True spirituality can only be given as much as the person is emotionally healthy. Restore provides a person's emotional healing, thus completing a holistic focus of the person where the body, mind, and spirit are cared for. "

-Rev. Eduardo Lelli, MAC, Coordinator of Hispanic Ministries, MidSouth District Church of the Nazarene (translated from original Spanish)

Serving in Correctional Facilities

"It proves what we are trying to teach these guys: that you will find life in community in relationship with others. You get in these group settings, the conversation around early childhood trauma and pain, and how I've learned to extend forgiveness and offer forgiveness to myself. It creates an environment for healing that you don't find most places... You could feel the weight in the room be released from all these guys, you know, that I'm not alone."

-Curt Campbell, Program Director at Men of Valor (prison rehabilitation program)

IV. Basics of Partnership

If you are reading this, you are exploring the benefits and logistics of adding Restore Small Groups into your personal ministry work or organization. Below you will find step-by-step instructions for becoming an official partner with us. **We are committed to equipping every person and organization that is called to create a healing community using the Restore Small Groups process.** This information is to help you prayerfully consider the benefits, commitment, and steps necessary to implementation.



STEP ONE | Experience

It is difficult to understand the impact of our group process without first having experienced it. By joining an 8-week Journey to Freedom small group, you can decide for yourself whether this is the right program for your organization's needs.

Who should join the 8-week group experience?

As an emerging partner, it is important to invite strategic people to experience group. In this first group experience should be anyone who is championing the program within your organization (whoever will be coordinating groups or in leadership over the program), anyone who might be your first choice for group facilitators, or anyone in your community that you feel is crucial to helping the program establish roots and grow.

Is this 8-week group considered "training"?

No. This group is meant to be a personal experience for you of our program. It is the first step to understanding our small groups. Training to coordinate and facilitate groups happens after you make the commitment to partnership with us. **Group experience is required before moving into the next steps of partnership.**

Journey to Freedom is our foundational group, where most participants begin their emotional work. There are two ways to take part.

In the Middle Tennessee area:

1. You can visit our website under "Services" and search for any local group offering to join.
2. You can recruit leaders in your organization who would like to become educated on this process, might serve as an advocate for the program, or who might become a group facilitator in the future. If you can secure 8-10 participants, Restore staff members would facilitate the group for you at the cost of time and materials.

Outside of Middle Tennessee:

1. Join an online group offering. Check the "Partnership" page of our website for upcoming opportunities.

STEP TWO | Strategy

You have finished the group experience and are enthusiastic about the potential of the program within your work or organization. Now is the time to evaluate your strategy. Below are the things to consider before moving forward. If you have questions or concerns regarding this information, please reach out to us!

Contact Betsy Swann, Global Development Specialist
betsy@restoresmallgroups.org
615-925-3374 Ext 5

Who will be leading your small group effort?

You will need to **identify a leader** in your organization who is passionate about small groups and can dedicate time to communicating and coordinating them. Often we refer to this person as the **Group Coordinator**. Coordinating involves marketing, fundraising, building awareness, facilitator development, tracking registrations and group data and being available to support participants. It is important to determine if this person will be a committed volunteer or paid staff.

- If a volunteer, how much time can they give to the effort to sustain it?
- If a paid staff, what will be the budget for that position?
- Does the staff have enough time, support and available resources to sustain the effort?

At Restore, we seldom see this program succeed without a dedicated person to oversee the groups with consistency and passionate effort.

What is the scope of your vision for small group programming?

Our community partners range in size. Some choose to offer small groups a few times a year. Some have the infrastructure and resources to have them widely available. It is important to determine how, when, and why you will be offering small groups, and to articulate your desired outcome. In our experience, it takes commitment to the program from leadership, staff and volunteers to make it successful. Adopting the program on a "trial" basis with little internal support typically does not yield best results.

What is your current budget for trainings, partnership support fee, and books?

In the partnership agreement with Restore, partners agree to:

- Have their identified group coordinator trained by Restore to ensure implementation fidelity. Without knowledge of best practices, the groups cannot accurately reflect the process endorsed by Restore.
- Have all facilitators trained by Restore staff to ensure quality. Restore offers on-site, regional and online offerings. Trainings come with a minimal fee to cover cost.
- To purchase all books through our online store to help Restore sustain its efforts.
- Pay an initial partnership support fee based on their size, giving partners access to marketing and group materials that can be duplicated at no cost, and covers continued advisement from Restore moving forward. A suggested partnership support fee is

Budgetary Considerations (to launch program)

Step 1: Join a Group	\$30 per person
Step 2: Choose Group Coordinator	Cost of paid position part-time or full-time
Step 3: Partnership Support Fee	See pricing below
Step 4: Group Coordinator Training	\$275 per person
Step 4: Group Facilitator Training	\$90 per person
Step 5: Journey to Freedom book	\$15 each

Resources for Ongoing Program Growth:

Journey Series Training (2hrs)	\$20 per person
Journey Series book	\$10 each
Journey Group for Students Training (3hrs)	\$30 per person
Journey Group for Students Curriculum	\$25 each
Non-English Journey to Freedom book	\$15 each
On-Site Consulting	Optional and dependent on need

Initial Partnership Support Fee

Organization Operating Budget	Initial Fee	Annual Donation
\$0 - \$125,000	\$250	\$125
\$125,001 - \$250,000	\$625	\$500
\$250,001 - \$375,000	\$950	\$750
\$375,001 - \$500,000	\$1,275	\$1,000
\$500,001+	\$1,500	\$1,500

What costs can be distributed?

Our partners approach their budget needs in different ways. It is important to consider whether your volunteers can bear any of the costs associated with training or materials. Some organizations ask potential facilitators to pay their cost of training, or they choose to subsidize some of the cost while asking the volunteer to cover the remaining expense. Almost all our partners charge a participant registration fee for group and thus recoup some of their material costs.

If you have concerns around costs that would prohibit you from partnership, please reach out to us to discuss. All our fees for services are based on a cost analysis of our time, materials, and resources; we strive to keep costs reasonable.

STEP THREE | Commitment

If you have thought through your group leadership and budget and you are prepared to implement the program, you will need to **sign the official Partnership Agreement and pay the initial licensing fee.**

The Partnership Agreement is a mutual commitment by Restore Small Groups and your organization, for the sake of ensuring quality and sustaining a collaborative relationship as your small group program grows. Together we can build a network of hope and healing to your community and the world!

Restore Small Groups Agrees To:

- Provide licensing permissions for use of all Restore Small Groups intellectual property as it pertains to duplicating for group needs and marketing.
- Provide affordable training opportunities to further educate facilitators.
- Provide access to online and in-person trainings that help your organization keep quality high and promote consistent growth among your volunteer-base.
- Deliver any updated digital files free-of-charge as they become available.
- Provide unlimited advisement on all issues of group logistics to launch a successful group calendar.
- Assist as needed in creation of all advertising needs and marketing strategies.
- Provide first-hand experience of group coordination, and help your team establish best practices from the start.
- Market your upcoming groups on our website and social media.

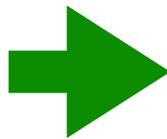
Partner Agrees To:

- Require all small group coordinators and facilitators be professionally trained by RSG staff, either in-person or online.
- Facilitate small groups in accordance with RSG best practices stated in Facilitator Handbook.
- Support RSG data collection by submitting required participant data after the completion of groups—details in Policies and Procedures.
- Purchase all books and facilitator guides from RSG directly.
- Prohibit copying of printed materials such as published books, facilitator handbooks, and media. All materials given as part of digital files packet are approved for unlimited printing.
- Prayerfully consider an annual renewal support donation for continued material and advisory support

STEP FOUR | Training

Now that you have completed group and committed to the partnership agreement and support fee, now it is time to get trained!

The first step is the Coordinator Training outlined below. A coordinator of groups needs to attend this training followed by the 2-part facilitator training. Anyone who will simply help lead groups for your program needs to complete the group experience followed by the 2-part facilitator training.



Group Coordinator: the person who is in charge of supervising the operation and growth of the small group program.

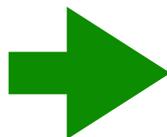
Can be paid staff or committed volunteer(s). Must be identified at the start of the program.

Primary Duties: planning group calendar, recruiting and mentoring group facilitators, creating marketing, managing registration, preparing group materials, group troubleshooting

Group Coordinator Training: for the person (or people) who have been identified in your organization to run the small group programming. Training teaches program building, small group administration, group facilitating, fundraising, marketing, growth, and sustainability

4-hour Coordinator Training with Restore staff : **\$275 per attendee**
(Travel/lodging costs not included if you participate in Nashville-based training)

To see Group Coordinator Training opportunities/schedule, visit our website.



Group Facilitator: a person who has experienced small group as a participant and feels called to become a group leader.

Each group requires 2 trained facilitators to lead.

Group coordinators also facilitate groups as part of their oversight of the program.

Facilitator Training: 2-part training required for certification

Intro to Mission and Facilitation (3 Hours): \$30 per attendee

3-hour introduction to the history and mission of Restore Small Groups. In this training we explore your spiritual gifts, how those gifts can both aid and limit you in facilitation, the nature of group leadership and the small group process that Restore has developed over years of experience.

Journey to Freedom Curriculum Intensive (6 Hours): \$60 per attendee

Learn the philosophy behind the book, why it helps with life change, and how to facilitate the best experience possible for your group participants.

The Importance of Facilitation

At the heart of group is the facilitator, driving the discussion forward as a fellow traveler on the journey. A facilitator needs to be a model participant is trained to discern how to guide the process while still practicing appropriate self-disclosure, and maintains the safety of the group experience for everyone.

The key to moving people through the content is our safe structure and methodical process, which provides an opportunity for the Holy Spirit to work in anybody, no matter where they have been or what they have done; it is inclusive, safe and very intentional. *Without the trained facilitators, there is no ministry, and we cannot build these healing communities around the world.*

Facilitator 2-Year Commitment to Serve

We recommend in facilitator training that everyone commit to the requirements below. This lets facilitators know what will be expected of them and encourages their personal and skill development.

REQUIREMENTS -

1. Complete Certification Training Process
2. Facilitate a minimum of once annually
3. Attend 1 skills or curriculum training annually

OPTIONAL -

1. Join monthly Facilitator support call hosted by Restore
2. Participate in leaders small groups
3. Attend social facilitator events

STEP FIVE | Launch

You now have everything you need to launch Restore Small Groups programming!

How Does Restore Support You?:

- Mentoring of organization group coordinator
- Communication & marketing support
- Helping you maintain best practices through group launch
- Free philanthropy consulting
- Participant and facilitator troubleshooting
- Develop awareness campaign
- Access to Scott Reall and Restore staff for speaking engagements, pilot or leadership groups
- Access to latest versions of curriculum, discussion guides, a/v resources, and more

BENEFITS TO YOUR PROGRAM

SHORT-TERM

Stand-alone program, or can integrate with existing programs

Offer programs that encourage holistic health—spiritually, emotionally, and mentally

Recruitment tool for new members/
reengagement tool for existing members

Staff Healing and deeper involvement

LONG-TERM

Links community organizations

Supports philanthropy efforts, and cause driven fundraising

Improves retention and loyalty

Changes culture of organization from program-focused to people-focused

V. Partnership Maps



Partners

- YMCA of Middle Tennessee
- YMCA of Middle Tennessee ABC Program
- YMCA of Pierce and Kitsap Counties (WA)
- YMCA Twin Cities (MN)
- Frank P. Phillips YMCA (Columbus, MS)
- YMCA of Greater San Antonio
- YMCA of Metropolitan Chattanooga
- Philadelphia Freedom Valley YMCA
- Bellevue Family YMCA (WA)
- Fishers YMCA (IN)

International Partners

- Belize Central Prison
- Jacob's Farm, Belize
- House of Dorcas, Belize
- YMCA of Perth, Scotland
- One YMCA, England
- YMCA Odessa, Ukraine
- Cornel Onyango, Kenya

- Laurens YMCA (SC)
- Columbia- Willamette YMCA (OR)
- YMCA of Memphis and the Mid-South
- Hope Park Church (TN)
- Providence UMC (TN)
- Iglesia Hispana Betel de Madison (TN)
- Iglesia Metodista Unida Ebenezer (TN)
- Lantern Lane Counseling Center (TN)
- HopeClinic for Women (TN)
- Dickson County Jail (TN)
- Men of Valor (TN)
- US Mission Network



VII. Partnership Checklist

As you begin the process of adopting small group programming as a partner of Restore Small Groups, use this checklist as a quick guide to your next step. If you are not sure of your next step, please contact Sara Hamill, at sara@restoresmallgroups.org or 615-925-3375

- ___ I have **participated** in an 8-week Journey to Freedom small group.
[Step 1, p. 11]

- ___ I have **recruited potential future facilitators** and/or my future group coordinator to participate in the 8-week Journey to Freedom.
[Step 1 cont.]

- ___ I have thought about my **strategy** for running the program and have determined who will lead the group coordination, the scope, size, reach, expectations and budget for the program. I have spoken with leadership at my organization and feel that I have their **full support** to launch this program.
[Step 2, p. 12]

- ___ I have signed the **Partnership Agreement** and submitted the **Partnership Support Fee**.
[Step 3, p. 14]

- ___ I have attended or sent someone to the **Group Coordinator Training** to learn how to run the administrative aspects of this program.
[Step 4, p. 15]

- ___ I have attended the 2-part Facilitator Training including **Intro to Mission and Facilitation** and the **Journey to Freedom Curriculum Intensive**.
[Step 4 cont.]

- ___ I have **recruited others** to attend the 2-part Facilitator Training so that I have at least one other person available to facilitate with me, per best practices of small groups.
[Step 4 cont.]

VI. Supportive Research

Group Tools/Process	Mechanism	Outcome	Source
8/10/15 weeks of structured support	Perceive support availability	Increases long-term well-being	Reis et al. 1985/Demakis and McAdams 1994
Feelings Chart	Create mindfulness (awareness of present experience with acceptance)	Self-Compassion	Neff, 2015
Closed group	Common humanity		
Group Guidelines	Self-Kindness		
Stillness and silence	Self-awareness	Shame resilience (resourceful, seek help, empowered, connected)	Brown, 2010
Modeling healthy intimacy (honesty, completion, presence, vulnerability, nurturing, initiative) Universality/ending isolation	Encourages social integration (participation in a broad range of social relationships)	Discover solutions and perspective with problems ; facilitates healthy behaviors	Cohen 1988
	Greater positive cognitions	Motivation to care for oneself; enhanced immune function	Cohen 1988/Uchino et al. 1996
		Clear goals and pathways	Snyder, Feldman, et al., 2000
	Increases chance for improved natural networks	Sustained community support	Cohen 2004
	Empathy and compassion for others	Compassionate goals (focus on supporting others)	Crocker and Canevello, 2008
Sharing story Affirmations	Stress-buffering (reducing stress and promoting coping)	Reduces distress, depression, anxiety	Cohen, 2004
		Reduces stress-related health problems	
	Creates self-compassion	Develops wisdom, emotional intelligence, coping, intrinsic motivation, empathy	Neff, 2012
Discussion questions aimed at vision	Increases pros and decreases cons of change	Moves participants toward preparation	Prochaska, 1994
Discussion questions aimed at spiritual life	Creates hope (ability to set realistic goals, how to achieve goals, believe in oneself)	Shame resilience	Brown, 2010
Plan of Change	Engages preparation stage of change	Moves participants toward action	Prochaska, 1994
		Increases hope	Snyder, Feldman, et al., 2000
	Creates feasible and realistic goals; congruent with one's needs	Increased happiness and satisfaction	Lyubomirsky, 2001
Low cost support options	Support more accessible and sustained	Lower health care costs	Humphreys, K., & Moos, R. 2001
Peer-to-peer or professional recommendation	Increased attendance rates in mutual-aid groups	Lower health care costs	Manning,V et al. 2012

VIII. Next Steps

WHERE CAN I LEARN MORE?

Watch Scott Reall explain the purpose of Journey to Freedom:

vimeo.com/143668154 | Understanding of the process
vimeo.com/169462799 | Week 1 - What you can expect
vimeo.com/145090617 | Group is for Everyone

Hear first-hand the impact group can have:

vimeo.com/240056565 | Praise from Leaders
vimeo.com/143819636 | Impacting Jail Inmates
vimeo.com/143755533 | Breast Cancer Survivors
vimeo.com/184447684 | Restoring Marriages
vimeo.com/143281074 | Before & After

WANT TO CHAT?

We would love to have a call with you to collaborate about groups

Head over to www.restoresmallgroups.org and click “Who We Are” and “Contact Us”

Send us a short message with the best way to get in touch with you. We can set up a conference call for all those that want to be in an exploratory meeting to learn more about how to bring small group ministry to your organization.

